AGREEMENT BETWEEN
HARTSBURG-EMDEN COMMUNITY UNIT SCHOOL
DISTRICT #21 AND
HARTEM EDUCATORS
August 1, 2026 - July 31, 2029

PREAMBLE

The Educators of Hartsburg-Emden CUSD #21 and the Hartsburg-Emden CUSD #21 Board of Education recognize that our primary purpose is to serve the students of our community. We are committed to fostering an environment that promotes academic growth and social-emotional development, while encouraging students to pursue lifelong learning. Our role extends beyond instruction; we guide, mentor, and inspire students to reach their fullest potential.

This contract reflects our shared responsibility to uphold the highest standards of education, professionalism, and integrity. This document recognizes our collective role in shaping future generations and affirms the shared commitment to supporting and empowering educators in their mission. By working collaboratively, we strive to create a safe, inclusive, and innovative learning environment where every student has the opportunity to succeed.

Our combined efforts focus on student success and well-being of our students, ensuring that every decision and action aligns with their best interests.

ARTICLE I
RECOGNITION

The Board of Education of Hartsburg-Emden Community Unit School District #21 of Logan County, hereinafter referred to as the Board, recognizes the Hartem Educators, an affiliate of the Illinois Education Association and the National Education Association, as the sole and exclusive negotiating agent for all regularly employed personnel licensed as teachers. Excluded are: supervisors, managerial, confidential, classified, student employees, and short-term employees. Short term employees are those employed for special projects or assignments or to replace an employee on leave of absence whose total term of service does not exceed the equivalent of one (1) semester. The term teacher or employee when used herein shall refer to members of the bargaining unit as defined above.

ARTICLE II
TERMS OF AGREEMENT

The terms of this agreement shall be reflected in the following language.

ARTICLE III
GRIEVANCE PROCEDURE

A. Any claim by the Hartem Educators or an employee or a group of employees that there has been a violation, misinterpretation, or misapplication of the terms of this Agreement shall be a grievance.

B. Any time limits shall be expressed in terms of school days of attendance, provided however, that when a grievance is submitted fewer than ten (10) calendar days before the close of the current school term or during summer break, time limits shall double and consist of all week days (i.e. Monday through Friday, exclusive of any holidays).

C. The grievant has the right to informally discuss a complaint with the immediate Supervisor. Informal discussion of the complaint is not considered a grievance at this phase. A cooperative, informal resolution is the preferred method of resolution. If there is no informal resolution, the grievant may file a written grievance with the Superintendent with twenty (20) days from the act giving rise to the grievance. The Superintendent and grievant will schedule a time to meet within five (5) days of receipt of the grievance, for the purpose of discussion and resolution. The Superintendent shall give a written response/summation to the grievant within thirty (30) days of the meeting. Failure of the grievant to act within the prescribed time lines for each step will bar any further appeal.

D. Following the Superintendent's decision, the grievant may appeal the decision to the Board of Education by submitting a written appeal to the Superintendent within ten (10) days. If an appeal is timely filed, it will be considered by the Board of Education at the next regularly scheduled board meeting unless the appeal is filed less than seven (7) days prior that meeting in which case the appeal shall be heard at the next regularly scheduled meeting. Following the meeting, the Board will issue a decision on the appeal within five (5) days of the following regularly scheduled board meeting.

E. Following the Board's decision, the Association may appeal the grievance to final and binding arbitration by submitting a written notice of appeal to the Superintendent within ten (10) days of receipt of the Board's decision. Contemporaneous with this notice, the Association shall submit a written request for an arbitrator panel to the Illinois Educational Labor Relations Board (IELRB) by letter or other form required by the IELRB. Following the IELRB submission to the parties of the arbitrator panel, the parties shall alternately strike names until an arbitrator is chosen with the Association striking first. The selected arbitrator shall schedule an arbitration hearing with the parties and shall base his or her decision solely on whether the express terms of this Collective Bargaining Agreement has been violated.

ARTICLE IV
WORKING CONDITIONS

A. Teachers shall receive a 30 minute, duty-free lunch period.

B. Hartem Educators will be given written notice of tentative teaching assignment for the forthcoming school term by May 31 of the year. Final teaching assignments will be issued no later than July 1, except in the case of vacancies and certification changes.

C. Except for dismissal of a tenured teacher pursuant to 24-12(d) of the School Code, nonrenewal of a non-tenured teachers, and non-renewal of coaching and extracurricular sponsor positions, no teacher shall be suspended nor withheld an increment, nor issued a notice of remediation without

just cause.

D. There shall be no more than 180 teacher responsibility days (or the minimum required by law, whichever is greater) unless by extended contract or memorandum of understanding.

E. The teacher work-day shall consist of 7.75 clock hours. However, teachers shall devote such extra time necessary as determined by the Board/Administration for teacher meetings, parent/teacher conferences, student discipline, extra-duties, bus duty, and supervision of students in case of emergency.

F. Teachers shall be released on days preceding holidays and vacations, Fridays, and the last student attendance day) except in cases of emergency. This dismissal can occur only after pupils have been dismissed and buses have been loaded. Permission may be granted by an administrator for early dismissal or late arrival in case of emergency.

G. Teachers will receive evidence of completion for district provided professional development hours within one (1) week of the professional development activity.

H. Teachers shall not be required to be in attendance when students are not present and school is closed due to inclement weather.

I. Any teacher may volunteer for extra-duty assignments and request a meeting with the principal to discuss the same. The Board and/or administration shall determine extra-duty assignments. Additional consideration for these assignments will be given to certified teaching staff, and staff is encouraged to consider these assignments.

J. Teachers required by their positions in the school district to travel from one building to another during the school day will be reimbursed at the IRS rate in effect on January 1st of each year. This will be for travel after the teacher has reported to his/her first

assignment of the day and before leaving the last assignment of the day. Payment will be made monthly.

K. Non self-contained teachers shall receive one instructional period for instructional preparation. Self-contained classroom teachers shall receive the equivalent of one instructional period (approximately 60 minutes) per day for the purpose of instructional preparation.

L. Any vacant positions will be posted internally for at least five (5) days prior to any external positing. All current, qualified employees may apply for the posted position(s) by submitting a letter of interest to the District office. This provision does not apply to vacancies occurring 10 days or less prior to the start of the school year or in other emergencies.

ARTICLE V
LEAVES OF ABSENCE

Sick Leave - Each full-time teacher and other certified persons governed by this Agreement shall be entitled to twelve (12) days per year of sick leave with an accumulation to 340 days. Sick leave shall be interpreted to mean personal illness, quarantine at home, or serious illness or death in the immediate family or household. Immediate family shall include parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, and legal guardians.

Each semester that an employee uses 2 or less sick leave days, one additional sick leave day will be added to the employees accumulated sick leave . Employees may appeal to the Superintendent to be awarded the additional day each semester if there are extenuating circumstances related to their absences.

A. Bereavement- Each teacher shall be granted two (2) days of bereavement leave per occurrence for the purpose of attending the funeral of a member of the immediate family which shall include parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers in-law, sisters-in-law, aunts, uncles, and legal guardians. Use of a bereavement day under this section shall not result in a reduction in sick leave.

B. Personal Leave - Teachers shall be granted three (3) days annually of personal leave.

C. Unused personal leave shall accumulate as sick leave.

D. Advance notice of personal leave shall be given as early as possible in advance of the requested leave and except in emergency situations, shall be at least two (2) days prior to the day of the leave. Personal leave will be allowed on a first come, first serve basis. A teacher will be notified prior to the date that they intended to be gone, in the event that the limit on the teachers using said days has been met.

E. Personal leave days may not be taken on the first working day preceding or following a vacation or holiday. However, if the reasons given clearly fall under legal, personal, or family business, the Superintendent may approve these days, both before or following a vacation or holiday.

F. On any particular day, there will be a limit as to the number of staff members who may take planned personal leave from a particular building. The limit is two teachers from the Elementary School and two teachers from the High School, subject to the availability of qualified substitute teachers.

G. Leaves of absence without pay may be granted by the administration following a request by a teacher and subject to reasonable regulation and procedure.

H. A teacher on an approved unpaid leave of absence may elect to continue insurance coverage at his/her expense, as per current statue. The district will continue coverage in cases where FMLA applies.

ARTICLE VI
SALARY SCHEDULE AND INSURANCE

A. Teachers shall be paid in accordance with the salary schedule attached, except in the case of extended contracts, which are calculated using the corresponding salary schedule and calculated to reflect the correct per diem rate.

B. In the 2026-27 school year, any teacher with years of experience beyond the final step of the salary schedule will be paid 3% more than the last step in their respective lane. In the 2027-28 and 2028-29 school years, any teacher with years of experience beyond the final step of the salary schedule will be paid 3% more than their previous year's salary.

C. An employee on an approved, unpaid leave of absence shall advance one step on the salary schedule at the beginning of the next school year only if they have worked 120 or more school days during the school year.

D. Teachers shall receive their pay twice monthly on the 14th and 28th of each month. If these dates occur on a holiday, pay will be received the last teaching day prior to that day. If these dates fall on Saturday or Sunday, payment must be received by the preceding school day. Teachers will be paid on a twelve-month basis. Changes in the method of payment will be allowed in the event of honorable dismissal or by special permission of the Superintendent.

E. During the summer, checks will be mailed, so as to accommodate reasonable delivery by the appropriate pay day.

F. Step and lane placements prior to the effective date of this contract cannot be grieved.

G. Teachers who successfully complete graduate level programs which entitle that teacher to a lane change shall notify the Superintendent and supply proof of same by official transcript. To entitle such teacher to a lane change, such additional hours must be earned in the area in which the teacher is currently teaching, or an area approved by the Superintendent in advance. Such lane changes shall occur at the commencement of the next school year.

H. The Board shall pay up to 10.00% of the teacher's scheduled salary and extracurricular pay and transmit same to the Teacher Retirement System.

I. The school district shall, at the individual teacher's request, deduct from his/her salary dues for the local, state, or national teacher's organization as directed by the Hartem Educators. Deductions will be made from payroll checks beginning with the first check in September. The dues collected will be paid directly to the treasurer of the local organization within 10 days of the end of the pay period and according to the deduction information provided by the Hartem Educators. Any employee wishing to withdraw from the union and cease the deduction of dues should notify the appropriate union personnel and the district office.

J. Any teacher under contract who is required by the administration to substitute for another teacher while the latter is absent will be paid at the rate of $35.00 per class in addition to his/her regular pay. Any fractional part of any hour exceeding one-fourth will be considered a class hour.

K. The Board of Education will pay 95% of the full single health insurance premium, for each full time teacher electing to participate herein. The teacher may pay the difference between single and family, spouse or children's coverage if such coverage is desired. Payment for part-time teachers, over 50% time, but less than 100% shall be prorated accordingly.

L. Tuition Reimbursement - The district offers two tuition reimbursement options for certified staff wishing to pursue an advanced degree. Teachers wishing to receive tuition reimbursement must select one of the following two options at the start of their approved coursework/program. A certified staff member may move from option 2 to option 1, but may not move from option 1 to option 2. The district will not offer retroactive reimbursement should a certified staff member elect to move from option 2 to 1.

M. The District will pay a portion of the tuition reimbursement up to the amount charged by Illinois State University for graduate tuition for any teachers seeking an advanced degree which relates to their position in the District or which will help them become certified to teach another area for the District. To qualify for tuition reimbursement, courses must be taken at an institution listed in the directory of approved programs for the preparation of educational personnel in Illinois Institutions of Higher Education. This document can be found at https://www.isbe.net/doap. The amount of the reimbursement will be 100% of the ISU graduate rate if the teacher commits to an additional 3 years in the District (following the completion of the degree program) and achieves a "B" or higher in each class to be reimbursed by the District. The employee must also sign a promise to stay for the 3-year period following the completion of the coursework. The form will be kept on file in the unit office. The Board of Education will be reimbursed full tuition payments in this program if the

teacher leaves the District before their three-year commitment has ended. The form for reimbursement and promissory form is located in the superintendent's office.

N. The District will pay a portion of the tuition reimbursement up to 60% of the amount charged by Illinois State University for graduate tuition for any teachers seeking an advanced degree which relates to their position in the District or which will help them become certified to teach another area for the District. To qualify for tuition reimbursement, courses must be taken at an institution listed in the directory of approved programs for the preparation of educational personnel in Illinois Institutions of Higher Education. This document can be found at https://www.isbe.net/doap. The amount of the reimbursement will be 60% of the ISU graduate rate (following the completion of the degree program) and achieves a "B" or higher in each class to be reimbursed by the District.. The form for reimbursement is located in the superintendent's office.

O. A teacher who wishes to attend a professional development needs to complete the following steps:

1) Fill out the official application and submit it to the building principal.
2) Verify that the PD attending is accredited and within the teacher's course of study

The building principal will review the request for application with notification of approval in a timely manner. A teacher shall have fees prepaid or be reimbursed upon presentation of approved vouchers for expenses for approved leave.

ARTICLE VII
SEQUENCE OF HONORABLE DISMISSAL

A. If the Board decides it is necessary to reduce the number of employees pursuant to Section 24-12 of the Illinois School Code, the Association will be advised of such reduction in staff in advance of any public announcement.

B. Sequence of Honorable Dismissal - Sequence of Honorable Dismissal List shall be prepared and include licensed positions and all names of licensed employees qualified to hold those positions in an order determined by the Illinois School Code. A copy of the Sequence of Honorable Dismissal list and Length of Continuing Service list will be delivered to the Association by a date at least seventy-five (75) days prior to the end of the school term. Changes to these lists may be made through April 15. The employees who are subject to reduction shall receive notice by April 15 together with a statement of honorable dismissal. The employees who are subject to reduction shall receive written notice at least forty-five (45) days before the end of the school term together with a statement of honorable dismissal and the reason therefore. Such notice shall be delivered by regular mail and also delivered by personal delivery or certified mail, return receipt requested. In cases of discrepancy between this provision and Illinois School Code, Illinois School Code will control.

C. This provision does not apply to the dismissal of non-tenure employees under Section 24-11 of the Illinois School Code.

D. Licensed Employee Recall - If the Board has any vacancies for the following school term, or prior to February 1 of the school term following a Sequence of Honorable Dismissal, the positions that become available shall be offered to employees in Groups 2, 3 and 4 who have received Honorable Dismissal notices if they are legally qualified to hold such position. To qualify for recall, a Group 2 teacher must have received a Needs Improvement on either of his or her last two evaluations and, if two ratings are available, at least a Proficient rating on the second evaluation. All other Group 2 teachers have no recall rights. The order of recall shall be governed by the Illinois School Code. Notice of Recall shall be delivered by certified mail, return receipt and electronic mail to the last know addresses.

E. An employee subject to recall shall be notified, in writing, of the vacant position. An employee's failure to respond to recall affirmatively within twenty (20) calendar days after mailing/sending email, or within ten (10) days after receipt of the Employer's correspondence (whichever shall occur first), shall result in termination of the employees' right to recall. However, employees shall not lose recall rights for refusing to accept a position which includes fewer teaching hours and would result in a reduction in pay. Employees on layoff are obligated to advise the administration office of their current address, e-mail address, and telephone number so as to facilitate notice of recall.

ARTICLE VIII
HARTEM EDUCATORS' RIGHTS

A. Hartem Educators shall have the right to use school buildings subject to reasonable regulation, availability, and additional costs excepting heat and electricity. Employees should provide notice of use to the Superintendent or building Principal, prior to use. It is the intention of the parties that previously scheduled school functions shall in all cases take priority over Hartem Educators' functions.

B. The Hartem Educators may use district office equipment and other like office machines, subject to availability and reasonable costs for expendables. It is the intention of the parties that use of such machines for school purposes shall in all cases take priority over use for Hartem Educators' purposes.

C. Teacher Evaluation - The primary purpose of teacher evaluation is to improve the quality of instruction. The intent to enhance student achievement, measure performance of personnel and make recommendations for further employment.

1. The teacher and the Board further recognize the value and importance of establishing a procedure for teacher evaluation; for the purpose of improving the classroom teaching process and to promote the success of both non-tenured and tenured teachers.

2. Scheduled formal evaluation of classroom teaching performance shall be in accordance with the following procedure:

3. Prior to a formal evaluation, the teacher will receive the evaluation documents, the supervisor and employee shall meet in a pre- conference to discuss the planned lesson and dialog about the formal evaluation process. This discussion may include the planned lesson, the evaluation instrument, expectations for the lesson, strengths, weaknesses and other items related to the improvement of instruction.

4. No scheduled formal evaluation of a teacher shall take place the first two weeks or last two weeks of school except as required by Chapter I, Section 50.50, Sub-chapter b, Paragraph 1, Part 2, Illinois Administrative Code, under unsatisfactory evaluations.

5. Non-tenured teachers shall be evaluated in writing a minimum of twice per school year. Such evaluations shall result in at least one summative evaluation per school year.

6. Tenured teachers shall be evaluated in writing with a frequency pursuant to statute.

7. A conference to discuss the evaluation shall be held within ten (10) full school days of the formal evaluation unless it is mutually agreed by the teacher and supervisor to postpone to a later date.

8. All scheduled formal evaluation of classroom teaching performance of a teacher shall be conducted openly with advanced knowledge of the teacher.

9. If a teacher feels the formal written evaluation of classroom teaching performance was incomplete or inaccurate, the teacher may put those objections in writing and have them attached to the evaluation report.

D. The procedures set forth in this section of the Agreement do not limit the right of management to utilize informal observations and other evaluative criteria for considering competency of any teacher.

E. Suspension and Dismissal - Suspension and dismissal of staff will follow State and Federal guidelines.

ARTICLE IX
NO STRIKE

During the term of this Agreement and any extension thereof, no member of the bargaining unit, nor the Hartem Educators, nor any person acting on behalf of the Hartem Educators shall engage in, authorize, or condone a strike, slowdown or other refusal to render full and complete contractual services to the Board.

ARTICLE X
CONTRACT DISTRIBUTION/PERSONNEL FILES

Within thirty (30) days of ratification and adoption of this Agreement, the district will post the contract electronically on the District's website.

Each teacher shall have the right, upon reasonable request to review the contents of his/her personnel file, make copies of any entry, subject to payment of actual costs, have a Hartem Educator representative accompany him/her, submit responses to any material contained therein, and have false material removed from the file through legal action as described in P.A. 83-1104 during the review, the administration shall have the right to have a representative present. Review shall be Subject to reasonable regulation as to time, place, and number of reviews.

ARTICLE XI
RETIREMENT PROVISIONS

A. If an employee gives the Board an irrevocable notice of retirement by July 1, three years prior to the year of retirement, the Board shall pay him/her a 6% retirement incentive, inclusive of all other increases in TRS creditable compensation, for each of his/her remaining three years of service.

B. If an employee gives the Board an irrevocable notice of retirement by July 1 two years prior to the year of retirement, the Board shall pay him/her a 6% retirement incentive, inclusive of all other increases in TRS creditable compensation, for each of his/her remaining two years of service.

C. If an employee gives the Board an irrevocable notice of retirement by July 1 one year prior to the year of retirement, the Board shall pay him/her a 6% retirement incentive, inclusive of all other increases in TRS creditable compensation, for each of his/her remaining years of service.

D. Once an employee submits an irrevocable notice of retirement by July 1, that employee shall be removed from the salary schedules contained in Appendix A of this agreement. All calculations for increased TRS creditable earnings will be based on the TRS creditable earnings in the year prior to the submission of the irrevocable notice of retirement. Once the employee submits an irrevocable notice of retirement in no case will the employee's TRS creditable earnings increase exceed 6% of the previous year.

E. If, after submitting an irrevocable notice of retirement by July 1, the employee resigns from or is dismissed from duties for which the employee was paid a stipend or additional compensation as set forth in Appendices B the previous year, the retirement incentive for that employee will be recalculated accordingly.

F. In order to qualify for retirement incentives, the employee must meet TRS retirement guidelines and must have a minimum of seventeen (17) years full time service in Hartsburg-Emden CUSD #21 at the time the employee submits an irrevocable letter to retire.

G. In the event an employee fails to meet the requirements of the retirement provision because of illness in his/her last year of employment, alternate arrangements may be made to satisfy the requirements of the retirement provision; at the sole discretion of the Superintendent.

H. If, during the term of this agreement, any legislation and/or TRS rules/regulations are enacted or not reenacted and/or adopted or amended that result in a greater cost to the district than the costs generated by this Agreement, the parties agree that this Section shall be null and void.

I. Limitation on TRS Creditable Compensation – Teachers and other licensed employees who will be eligible to retire with a non-discounted retirement annuity within four years shall have their creditable compensation capped at an amount which is six percent greater than the creditable earnings earned in the prior school year. In the event the negotiated increase for any teacher or employee affected by this section is greater than six percent, the increase in creditable compensation shall be six percent and the difference shall be paid an a non-creditable living allowance.

J. No teacher's creditable TRS earnings from employment in this school district, irrespective of form and no matter how arising, and whether or not arising under this collective bargaining agreement, may exceed the amounts specified herein.

K. If the teacher resigns from an extra duty that carries a stipend during the length of the last three years, the retirement incentive amount will be reduced accordingly.

ARTICLE XII
EFFECT OF AGREEMENT

Should any article, section, or clause of this Agreement be declared illegal by a court of competent jurisdiction, then that article, section, or clause shall be deleted from this Agreement to the extent that it violates the law. The remaining articles, sections, clauses shall remain in full force and effect.

It is expressly understood and agreed that the Board of Education reserves unto itself and its agents, all rights, functions, powers, authority, and responsibility to the full extent of the law and provisions of this Agreement. This section shall not abrogate Hartem Educators' or employees' rights under Law, Regulation, Constitution, or Contract.

Terms and conditions set forth in this Agreement represent the full and complete understanding between the parties and may be altered only through written mutual agreement. This agreement supersedes any prior and conflicting agreements, practices, and policies.

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law or by specific agreement of the parties in the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Board and the Hartem Educators for the life of this Agreement, agree that the other shall not be obligated to bargain collectively with respect to any subject or matter preferred to, or covered in, this Agreement, or which was raised during the negotiation hereof in written proposals or counter proposals.

EXTRA DUTY COMPENSATION

The following list reflects compensation for extra duty activities. Unlabeled numbers listed represent a percentage of the entry level salary before Board-paid retirement is calculated (BS, Step 0). Labeled numbers represent a flat fee. There is no requirement that the Hartsburg-Emden District offer each activity listed. The pay and condition for any new activity created must be negotiated by the Hartem Teachers' Association. Coaches who coach consecutive years in the District in the same sport will receive an additional 1% increase after 5 years , 2% after 10 year, 3% after 15. The Board shall pay the amount of the employee's required contribution to the Teachers' Retirement System (TRS) resulting from the extra duty compensation which is equal to the amount paid on the salary schedule for that year of the contract.

High School Boys Basketball Head Coach	15.5%
High School Boys Basketball Assistant Coach	9%
High School Boys Baseball Head Coach	10%
High School Boys Baseball Assistant Coach	6%
High School Girls Volleyball Head Coach	15.5%
High School Girls Volleyball Assistant Coach	9%
High School Girls Softball Head Coach	10%
High School Girls Softball Assistant Coach	6%
High School Boys Golf Head Coach	5%
Junior High Boys Basketball Head Coach	9.5%
Junior High Boys Basketball Assistant Coach	6%
Junior High Girls Volleyball Head Coach	9.5%
Junior High Girls Volleyball Assistant Coach	6%
Junior High Girls Head Softball Coach	6.5%
Junior High Girls Assistant Softball Coach	4%
Junior High Boys Baseball Head Coach	6.5%
Junior High Boys Baseball Head Coach	4%
Junior High Boys Track Head Coach	5%
Junior High Girls Track Head Coach	5%
High School Cheerleading Head Coach	4.5%

Junior High School Cheerleading Head Coach	4.0%
Athletic Director	10%
FFA Sponsor	6.5%
Senior Class Sponsor	5%
Junior Class Sponsor	10 %
Sophomore Class Sponsor	2%
Freshman Class Sponsor	2%
8th Grade Class Sponsor	3%
7th Grade Class Sponsor 1.5% 6th Grade Class Sponsor 1%	
HS Chess Sponsor	3%
JH Chess Sponsor	1.5 %
HS Bass Fishing Sponsor	3%
High School Student Council Sponsor	3%
Junior High Student Council Sponsor	2%
High School Scholastic Bowl Sponsor	5%
Junior High Scholastic Bowl Sponsor	3%
Junior High Speech Sponsor	1.5%
Yearbook Sponsor	6%
FTA Club Sponsor	1.5%
Senior Beta Club Sponsor	2%
Junior Beta Club Sponsor	2%
School Musical Director	3.5%
Foreign Language Club Sponsor	1.5%
WYSE Sponsor	1.5%

EVENT WORKER RATES (per event)

Ticket Taker	$35
Scoreboard Operator	$35
Official Scorekeeper	$35
Bus Chaperone (certified staff)	$35
Concession supervisor (up to 2 people per $35 event)	

SALARY SCHEDULE

2026-2027						
	Base		BS+16		MS	
	W/O	W/TRS	W/O	W/TRS	W/O	W/TRS
0	$ 46,000	$ 50,549	$ 47,000	$ 51,648	$ 48,000	$ 52,747
1	$ 46,750	$ 51,374	$ 47,750	$ 52,473	$ 48,750	$ 53,571
2	$ 47,500	$ 52,198	$ 48,500	$ 53,297	$ 49,500	$ 54,396
3	$ 48,250	$ 53,022	$ 49,250	$ 54,121	$ 50,250	$ 55,220
4	$ 49,000	$ 53,846	$ 50,000	$ 54,945	$ 51,000	$ 56,044
5	$ 49,750	$ 54,670	$ 50,750	$ 55,769	$ 51,750	$ 56,868
6	$ 50,500	$ 55,495	$ 51,500	$ 56,593	$ 52,500	$ 57,692
7	$ 51,250	$ 56,319	$ 52,250	$ 57,418	$ 53,250	$ 58,516
8	$ 52,000	$ 57,143	$ 53,000	$ 58,242	$ 54,000	$ 59,341
9	$ 52,750	$ 57,967	$ 53,750	$ 59,066	$ 54,750	$ 60,165
10	$ 53,500	$ 58,791	$ 54,500	$ 59,890	$ 55,500	$ 60,989
11	$ 54,250	$ 59,615	$ 55,250	$ 60,714	$ 56,250	$ 61,813
12	$ 55,000	$ 60,440	$ 56,000	$ 61,538	$ 57,000	$ 62,637
13	$ 55,750	$ 61,264	$ 56,750	$ 62,363	$ 57,750	$ 63,462
14	$ 56,500	$ 62,088	$ 57,500	$ 63,187	$ 58,500	$ 64,286
15	$ 57,250	$ 62,912	$ 58,250	$ 64,011	$ 59,250	$ 65,110
16	$ 58,000	$ 63,736	$ 59,000	$ 64,835	$ 60,000	$ 65,934
17	$ 58,750	$ 64,560	$ 59,750	$ 65,659	$ 60,750	$ 66,758
18	$ 59,500	$ 65,385	$ 60,500	$ 66,484	$ 61,500	$ 67,582
19	$ 60,250	$ 66,209	$ 61,250	$ 67,308	$ 62,250	$ 68,407
20	$ 61,000	$ 67,033	$ 62,000	$ 68,132	$ 63,000	$ 69,231

SALARY SCHEDULE

2027-2028						
Years of service	Base		BS+16		MS	
	W/O	W/TRS	W/O	W/TRS	W/O	W/TRS
0	$ 47,800	$ 52,527	$ 48,800	$ 53,626	$ 49,800	$ 54,725
1	$ 48,550	$ 53,352	$ 49,550	$ 54,451	$ 50,550	$ 55,549
2	$ 49,300	$ 54,176	$ 50,300	$ 55,275	$ 51,300	$ 56,374
3	$ 50,050	$ 55,000	$ 51,050	$ 56,099	$ 52,050	$ 57,198
4	$ 50,800	$ 55,824	$ 51,800	$ 56,923	$ 52,800	$ 58,022
5	$ 51,550	$ 56,648	$ 52,550	$ 57,747	$ 53,550	$ 58,846
6	$ 52,300	$ 57,473	$ 53,300	$ 58,571	$ 54,300	$ 59,670
7	$ 53,050	$ 58,297	$ 54,050	$ 59,396	$ 55,050	$ 60,495
8	$ 53,800	$ 59,121	$ 54,800	$ 60,220	$ 55,800	$ 61,319
9	$ 54,550	$ 59,945	$ 55,550	$ 61,044	$ 56,550	$ 62,143
10	$ 55,300	$ 60,769	$ 56,300	$ 61,868	$ 57,300	$ 62,967
11	$ 56,050	$ 61,593	$ 57,050	$ 62,692	$ 58,050	$ 63,791
12	$ 56,800	$ 62,418	$ 57,800	$ 63,516	$ 58,800	$ 64,615
13	$ 57,550	$ 63,242	$ 58,550	$ 64,341	$ 59,550	$ 65,440
14	$ 58,300	$ 64,066	$ 59,300	$ 65,165	$ 60,300	$ 66,264
15	$ 59,050	$ 64,890	$ 60,050	$ 65,989	$ 61,050	$ 67,088
16	$ 59,800	$ 65,714	$ 60,800	$ 66,813	$ 61,800	$ 67,912
17	$ 60,550	$ 66,538	$ 61,550	$ 67,637	$ 62,550	$ 68,736
18	$ 61,300	$ 67,363	$ 62,300	$ 68,462	$ 63,300	$ 69,560
19	$ 62,050	$ 68,187	$ 63,050	$ 69,286	$ 64,050	$ 70,385
20	$ 62,800	$ 69,011	$ 63,800	$ 70,110	$ 64,800	$ 71,209

SALARY SCHEDULE

2028-2029						
Years of service	Base		BS+16		MS	
	W/O	W/TRS	W/O	W/TRS	W/O	W/TRS
0	$ 49,600	$ 54,505	$ 50,600	$ 55,604	$ 51,600	$ 56,703
1	$ 50,350	$ 55,330	$ 51,350	$ 56,429	$ 52,350	$ 57,527
2	$ 51,100	$ 56,154	$ 52,100	$ 57,253	$ 53,100	$ 58,352
3	$ 51,850	$ 56,978	$ 52,850	$ 58,077	$ 53,850	$ 59,176
4	$ 52,600	$ 57,802	$ 53,600	$ 58,901	$ 54,600	$ 60,000
5	$ 53,350	$ 58,626	$ 54,350	$ 59,725	$ 55,350	$ 60,824
6	$ 54,100	$ 59,451	$ 55,100	$ 60,549	$ 56,100	$ 61,648
7	$ 54,850	$ 60,275	$ 55,850	$ 61,374	$ 56,850	$ 62,473
8	$ 55,600	$ 61,099	$ 56,600	$ 62,198	$ 57,600	$ 63,297
9	$ 56,350	$ 61,923	$ 57,350	$ 63,022	$ 58,350	$ 64,121
10	$ 57,100	$ 62,747	$ 58,100	$ 63,846	$ 59,100	$ 64,945
11	$ 57,850	$ 63,571	$ 58,850	$ 64,670	$ 59,850	$ 65,769
12	$ 58,600	$ 64,396	$ 59,600	$ 65,494	$ 60,600	$ 66,593
13	$ 59,350	$ 65,220	$ 60,350	$ 66,319	$ 61,350	$ 67,418
14	$ 60,100	$ 66,044	$ 61,100	$ 67,143	$ 62,100	$ 68,242
15	$ 60,850	$ 66,868	$ 61,850	$ 67,967	$ 62,850	$ 69,066
16	$ 61,600	$ 67,692	$ 62,600	$ 68,791	$ 63,600	$ 69,890
17	$ 62,350	$ 68,516	$ 63,350	$ 69,615	$ 64,350	$ 70,714
18	$ 63,100	$ 69,341	$ 64,100	$ 70,440	$ 65,100	$ 71,538
19	$ 63,850	$ 70,165	$ 64,850	$ 71,264	$ 65,850	$ 72,363
20	$ 64,600	$ 70,989	$ 65,600	$ 72,088	$ 66,600	$ 73,187

The Agreement is signed and adopted May 20 - 2026
(Date)

FOR THE BOARD

Board President

Board Secretary

FOR THE ASSOCIATION

Association Co-President

Association Co-President